



REVISED: 03/19/2025 Submitted: 03/18/2025

JOB TITLE:	GROUNDS
DIVISION	OPERATIONS SERVICES
SALARY SCHEDULE/GRADE:	IB/GRADE SEE BELOW
WORK YEAR:	260 DAYS
FLSA STATUS:	NON-EXEMPT
JOB CLASS CODE:	8960
BARGAINING UNIT:	CLAE

SCOPE OF RESPONSIBILITIES
Performs all phases of general grounds labor including assisting in the maintenance of pavement, ornamental plantings, grass, and fencing; assists in the moving of heavy equipment; assists in the removal of snow; and other labor as directed by the designated supervisor

PERFORMANCE RESPONSIBILITIES & EVALUATION CRITERIA
Operates lawnmowers, tractors, and snow removal equipment
Installs and repairs all fencing
Cleans fence rows and cuts grass as required throughout the District
Implements tree, shrub, and weed control maintenance program as directed
Repairs, grades, and resurfaces walks and driveways
Performs snow and ice removal
Installs playground equipment as required
Moves heavy equipment as required
Completes all trainings and other compliance requirements as assigned by designated deadline
Performs other duties as assigned by supervisor

PHYSICAL DEMANDS
This work is conducted in an office setting, school-based setting, warehouse setting, production/assembly line setting and outside of a building. This position has both inside and outside environmental conditions, where protection from weather conditions is maintained while working inside. There are no protections from temperature changes or atmospheric conditions either inside or outside of the work location.
The following physical activities are required occasionally (up to 50% of the workweek): balancing, bending, climbing crouching, kneeling, lifting up to 75 lbs., pulling up to 75 lbs., pushing up to 75 lbs., reaching, standing, and walking. Feeling, grasping, hearing, and talking are required frequently (up to 75% of the workweek). Repetitive motions and visual acuity are required constantly (up to 100% of the workweek).

MINIMUM QUALIFICATIONS
MINIMUM QUALIFICATIONS - GROUNDWORKER III, IB/GRADE 5 JOB CLASS 8960
High School Diploma or G.E.D.
Valid driver's license and CDL Class A
Five (5) years of experience in grounds or related field
Experience moving and operating heavy equipment
Effective communication skills
MINIMUM QUALIFICATIONS- GROUNDWORKER II, IB/GRADE 4 JOB CLASS 8962

High School Diploma or G.E.D
Valid driver's license
Three (3) years of experience in grounds or related field
Effective Communication Skills
MINIMUM QUALIFICATIONS- GROUNDWORKER I , IB/GRADE 3 JOB CLASS 8961
High School Diploma or G.E.D
Valid driver's license
Effective communication skills
DESIRABLE QUALIFICATIONS
Experience in this field
Experience in a diverse workplace
DESIRABLE QUALIFICATIONS
Experience in this field
Experience in a diverse workplace